

I claim:

1. A method for optimizing performance comprising the steps of:

5 providing at least one online questionnaire to at least one individual;

compiling results of said at least one questionnaire into at least one database;

10 displaying said results of said at least one questionnaire; and

applying said results of said at least one questionnaire for said optimizing.

2. A method according to claim 1, wherein said providing
15 is facilitated by at least one network.

3. A method according to claim 2, wherein said network is selected from the group consisting of an internet, an intranet, a wireless network, a cellular network, a wide
20 area network, a local area network, a virtual private network, a token ring network, and a dial-up network.

4. A method according to claim 1, further comprising the step of chronologically tracking the progress of said results.

5 5. A method according to claim 1, further comprising the step of displaying said results in real-time.

6. A method according to claim 1, wherein said results are displayed online.

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7. A method according to claim 1, wherein at least part of said results of said individual are displayed to at least one person other than said individual.

15 8. A method according to claim 1, wherein said results displayed vary depending on the person viewing said results.

9. A method according to claim 1, wherein said at least
20 one database requires authorized access.

10. A method according to claim 1, wherein at least part of said results is sorted.

11. A method according to claim 1, wherein at least part of said results is statistically analyzed.

12. A method according to claim 1, wherein at least part
5 of said results is summarized.

13. A method according to claim 1, further comprising the step of quantitatively analyzing said results.

10 14. A method according to claim 1, further comprising the step of qualitatively analyzing said results.

15. A method according to claim 1, wherein said questionnaire comprises at least one question, said
15 question being in a format selected from the group consisting of multiple-choice, ranking, and written answer.

16. A method according to claim 1, further comprising the step of providing said individual with suggestions, help or
20 tools for improvement.

17. A method according to claim 1, wherein said performance comprises individual performance.

18. A method according to claim 1, wherein said performance comprises business performance.

19. A method according to claim 1, wherein said
5 performance comprises team performance.

20. A method according to claim 19, wherein said team performance comprises at least one selected from the group consisting of innovation, engagement, alignment,
10 productivity, and collaboration.

21. A method according to claim 1, wherein said individual is a member of an organization.

15 22. A method according to claim 21, wherein said at least one questionnaire is customized for said organization.

23. A method according to claim 1, wherein said at least one questionnaire is customized for said individual.

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24. A method according to claim 1, further comprising the step of determining the gap between said individual's desired state and said individual's actual state.

25. A method according to claim 21, wherein said performance comprises employee and management performance within said organization.

5 26. A method according to claim 21, further comprising the step of displaying at least part of said results to at least one member of a different organization.

27. A method according to claim 26 wherein said
10 organization is part of a "virtual enterprise."

28. A method according to claim 21, wherein said questionnaire comprises questions on topics selected from the group consisting of self appraisal, appraisal of said
15 organization, project goals, customer service, work environment, leadership, communication, educational programs, personal goals, ideas, perspectives, feedback, and relationships.

20 29. A method according to claim 21, wherein at least part of said results of said member are displayed in a format containing at least one of category, importance, score, gap, and comments.

30. A method according to claim 1, wherein said optimizing comprises the step of improving said individual's work environment.

5 31. A method according to claim 1, wherein said optimizing comprises the step of creating a shared view.

32. A method according to claim 1, wherein said optimizing comprises the step of obtaining feedback.

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33. A method according to claim 21, wherein said performance comprises the performance of a "virtual enterprise", wherein said organization is part of said "virtual enterprise."

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34. An apparatus comprising:

questionnaire means for providing at least one online questionnaire designed to be completed by at least one individual;

20 compilation means for compiling results of said questionnaire; and

at least one database, wherein said results are stored;

wherein said results can be used to optimize performance.

35. An apparatus according to claim 34 further comprising
5 a security means, said security allowing a level of access to said results depending on the person accessing said results.

36. An apparatus according to claim 34 further comprising
10 connection means for connecting said apparatus to a network.

37. An apparatus according to claim 36, wherein said connection means is selected from the group consisting of
15 internet connection, intranet connection, cable modem, fax modem, DSL modem, coaxial cable, and telephone line.

38. An apparatus according to claim 34, wherein said questionnaire means and said database are connected by
20 connection means.

39. An apparatus according to claim 38, wherein said connection means is selected from the group consisting of internet connection, intranet connection, cable modem, fax

modem, DSL modem, cellular modem, coaxial cable, and telephone line.

40. An apparatus according to claim 34, further comprising
5 display means for displaying at least part of said results.

41. An apparatus according to claim 34, further comprising statistical analysis means for statistically analyzing at least part of said results.

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42. An apparatus according to claim 34, further comprising chronological tracking means for chronologically tracking progress of said results.

15 43. An apparatus according to claim 34, wherein said results are displayed in real-time.

44. An apparatus according to claim 34, wherein said results are displayed online.

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45. An apparatus according to claim 34, further comprising display means for displaying at least part of said results to at least one person other than said individual.

46. An apparatus according to claim 34, wherein said questionnaire comprises at least one question, said question being in a format selected from the group consisting of multiple-choice, ranking, and written answer.

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47. An apparatus according to claim 34, wherein said at least one questionnaire is customized for said individual.

48. An apparatus according to claim 34, wherein said at
10 least one questionnaire is customized for an organization.

49. An apparatus according to claim 34, further comprising means for displaying at least part of said results of said individual in a format containing at least one of category,
15 importance, score, gap, and comments.

50. A method for optimizing employee and management performance within an organization comprising the steps of:
providing at least one online questionnaire to at
20 least one member of said organization;

compiling results of said at least one questionnaire into at least one database;

displaying said results of said at least one questionnaire; and

applying said results of said at least one questionnaire for said optimizing.

51. A method for optimizing team performance within an
5 organization comprising the steps of:

providing at least one online questionnaire to at least one team member of said organization;

compiling results of said at least one questionnaire into at least one database;

10 displaying said results of said at least one questionnaire; and

applying said results of said at least one questionnaire for said optimizing.

15 52. A method for optimizing the performance of organizations comprising the steps of:

providing at least one online questionnaire to at least one member of said organization;

20 compiling results of said at least one questionnaire into at least one database;

displaying said results of said at least one questionnaire; and

applying said results of said at least one questionnaire for said optimizing.